

No. 4859-4 Lab-74/19628.—In pursuance of the provisions of Section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Labour Court, Haryana, Rohtak in respect of the dispute between the workmen and the management of M/s. Pearl Cycle Industries Ltd., Ballabgarh:—

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, LABOUR COURT,
HARYANA ROHTAK

Reference No. 193 of 1972

between

SHRI KHUSHI RAM AND THE MANAGEMENT OF M. S. THE PEARL CYCLE
INDUSTRIES LTD., BALLABGARH

Present :

Shri Sunahri Lal, for the workman.

Shri D. C. Bhardwaj, for the management.

AWARD

Shri Khushi Ram concerned workman was in the service of M/s. Pearl Cycle Industries Ltd., Ballabgarh. The management dismissed him from service with effect from 4th July, 1972 allegedly without any justification. He raised a demand for reinstatement but without success. This gave rise to an industrial dispute.

On receipt of the failure report from the Conciliation Officer the Governor of Haryana referred the dispute for adjudication to this court.—*vide* order No. ID/FD/27740-44, dated 28th January, 1972, in exercise of the powers conferred by clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947, with the following term of reference:—

‘Whether the dismissal from service of Shri Khushi Ram was justified and in order? If not, to what relief is he entitled?’

The parties were called upon to put in their respective pleadings which they did. The management contested the claim of the workman mainly on the ground that he was guilty of charge of misconduct by misbehaving towards his office incharge by using objectional language and the impugned order of dismissal from service had been made after making a just and proper domestic enquiry. The management has further pleaded that the dispute the subject matter of the present reference has not been properly espoused.

The workman concerned has controverted the above allegation of the management and reiterated his claim for reinstatement and payment of back wages as earlier raised through the demand notice leading to the present reference.

From the pleadings of the parties, the following two issues were framed:—

1. Whether the dispute the subject matter of the reference has not been properly espoused and raised? If so, with what effect.
2. Whether the dismissal from service of Shri Khushi Ram was justified and in order? If not, to what relief is he entitled?

On behalf of the management only Shri D. C. Bhardwaj authorised representative has come into the witness-box and deposed that the factory had been closed about 4-5 months back due to some crises in the Company and the entire assets of the Company had been mortgaged with the Bank. No other evidence has been produced except for bringing on record the copies of the enquiry proceedings.

On the other hand, Shri Khushi Ram workman concerned has made his own statement that he was given no chance to defend himself in the enquiry which shall finish in one day without giving him any opportunity of even cross-examining the witnesses of the management what to speak of producing his own defence.

The case has been argued on both sides and I have given a careful consideration to the facts on record.

Issue No. 1 has not been pressed on behalf of the management and is accordingly decided in favour of the workman as his demand had been raised by a recognised union.

Issue No. 2. As already pointed out, the management has relied only upon the domestic enquiry but without examining the Enquiry Officer or any other official to prove the records of the enquiry of which only the copies have been brought on record. Admittedly, the enquiry was started on 31st March, 1972 and concluded on the same day. This was no enquiry in the eye of law. The workman was not given any opportunity to defend himself and meet the case of the management. He had specifically denied the allegation of mis-behaviour towards his senior officer levelled against him by the management. In all fairness, he should have been given adequate opportunity to prepare his defence and meet the charge of mis-conduct levelled against him. There was no mortal haste to conclude the enquiry in one day. In any case, the so called enquiry cannot be said to be a just and proper enquiry held in accordance with the principles of natural justice and as such it stands vitiated and I hold accordingly.

The management has neither made any request nor led any evidence on merits to justify the impugned action of dismissal from service taken against the workman, issue No. 2 is accordingly decided in favour of the workman and against the management and it is held that his dismissal from service is not justified and in order. The question that next arises for determination in the case is as to what relief is the workman entitled to. Admittedly, the factory was closed in April, 1973 and it has not yet been re-started. The question of his reinstatement or re-employment, therefore, does not arise. But his dismissal from service had been brought about a year earlier on 7th April, 1972 and without holding a just and proper enquiry into the alleged charge of mis-conduct mis-behaviour towards his senior officer as already discussed. There is nothing on the record to show that he has been gainfully employed during the intervening period. He is, therefore, entitled to the relief of compensation in the form of payment of his wages for the period of one year before the closure of the factory. But taking into consideration the fact that the factory has been closed on account of some financial crises as stated by the learned representative of the management and to which there is no reasonable rebuttal. I think it would be in the fitness of things if the workman is entitled to 50 per cent of his wages for the period of one year from the date of dismissal from service till the closure of the factory.

The award is made accordingly, holding that the workman is not entitled to reinstatement or re-employment on account of the closure of the factory but he is entitled to 50 per cent of his wages for the period of one year after his dismissal from service. There shall be no order as to costs.

Dated 23rd May, 1974.

O. P. SHARMA,

Presiding Officer,
Labour Court, Haryana,
Rohtak.

No. 1293, dated 27th May, 1974.

Forwarded (four copies) to the Secretary to Government of Haryana, Labour & Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

O. P. SHARMA,

Presiding Officer,
Labour Court, Haryana,
Rohtak.

Tue 12th June, 1974

No. 4696-4Lab-74/19355.—In pursuance of the provisions of Section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Deputy Commissioner, Gurgaon (Arbitrator) in respect of the dispute between the workmen and the management of M/s :—

- (1) Calcutta Cloth Mills, NIT, Faridabad.
- (2) National Cloth Manufacturers, NIT, Faridabad.
- (3) Calico Textiles, Faridabad.
- (4) New Era Textiles, Faridabad.
- (5) Om Parkash Bhatia Powerloom Factory, Faridabad.
- (6) East India Cotton Manufacturing Co. Ltd., Faridabad.
- (7) Prem Textiles, Faridabad.

- (8) New India Textiles, Faridabad.
- (9) Krishna Powerlooms Factory (P) Ltd., Faridabad.
- (10) Faridabad Textiles, Faridabad.
- (11) Rajyashree Textiles, Faridabad.
- (12) Faridabad Weaving Factory (P) Ltd., Faridabad.
- (13) Prabhat Textiles, Faridabad.
- (14) Purshottam Das Mahansaria, Faridabad.
- (15) Hindustan Weaving Mills, Faridabad.
- (16) Textile Agency (P) Ltd., Faridabad.
- (17) Faridabad Powerloom Owners Association, Faridabad.
- (18) Punjab Weaving Mills, Faridabad.
- (19) Fibre Processors (P) Ltd., Faridabad.

AWARD

Whereas by virtue of the Gazette Notification No. ID/FD/74/6030, dated 12th March, 1974, I have been appointed an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad and the Management of M/s Calcutta Cloth Mills, Faridabad, N.I.T. in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the A.I.T.U.C. on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with I.N.T.U.C. which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974 and put their demand for dearness increase of Rs 25. The representatives of the I.N.T.U.C. Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement, which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement, dated 20th February, 1974 between M/s Calcutta Cloth Mills, Faridabad, N.I.T. and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basis necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :—

"*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded".

With the grant of Rs 11 the total burden on the management will be as under :—

	Rs	P.
Rs 11 as awarded above	..	11-00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month	..	12-00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974	..	4-00
Total	..	27-00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

Dated the 30th March, 1974.

Sd.

V.S. AILAWADI,
I.A.S.,
Deputy Commissioner,
Gurgaon (Camp Faridabad).

Whereas by virtue of the Gazette notification No. ID/FD/74/6036, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s Calcutta Cloth Manufacturers, Faridabad, N.I.T. in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the A.I.T.U.C. on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with I.N.T.U.C. which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the I.N.T.U.C. Union were told that in the terms of reference it could be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement, dated 20th February, 1974 between M/s National Cloth Manufacturers, Faridabad, N.I.T. and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :—

"*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded".

With the grant of Rs 11 the total burden on the management will be as under :—

	Rs
Rs 11 as awarded above	11-00
On account of recent increase in Index number of management would have to pay a further sum of Rs 12 approximately to each worker per month	12-00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974	4-00
Total	27-00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

Dated the 30th March, 1974.

(Sd.) . . .

V.S. AILAWADI,
I.A.S.,
Deputy Commissioner,
Gurgaon (Camp Faridabad).

Whereas by virtue of the Gazette Notification No. ID/FD/74/6042, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd), Faridabad, and the management of M/s Calico Textiles, Faridabad N.I.T., in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the A.I.T.U.C. on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with I.N.T.U.C. which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the I.N.T.U.C. Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February, 1974, between M/s Calico Textiles, Faridabad N.I.T. and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :—

"*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded."

With the grant of Rs 11 the total burden on the management will be as under :—

	Rs
Rs 11 as awarded above ..	11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month ..	12.00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974 ..	4.00
Total ..	27.00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

Dated the 30th March, 1974.

V.S. AILAWADI,
I.A.S.,
Deputy Commissioner,
Gurgaon (Camp Faridabad).

Whereas by virtue of the Gazette Notification No. ID/FD/74/6048 dated the 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s New Era Textiles, Faridabad N. I. T. in the matter of the quantum of adhoc relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union Regd. affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs. 25/-. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February 1974 between M/s New Textiles, Faridabad N. I. T. and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of adhoc relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs. 11/- the management on the other hand have offered Rs. 5/- as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs. 25 as adhoc increase in Dearness Allowance. It is not possible to take into account the adhoc increase which have been given to workers in places on side Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of adhoc increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of adhoc relief to workmen and accordingly I gave the following award :—

“ Adhoc increase of Rs 11/- per month is found to be justified and accordingly awarded”.

With the grant of Rs 11/- the total burden on the management will be as under.—

Rs 11/- as awarded above	..	11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12/- approximately to each worker per month	..	12.00
In addition to this, the Management as per agreement will give an advance increment of Rs. 4/- per month with effect from 1st February, 1974	..	4.00
Total	..	27.00

Thus total burden on the management will come to Rs 27/- per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

Dated the 30th March, 1974.

V. S. AILAWADI,
I. A. S.,
Deputy Commissioner,
Gurgaon (Camp Faridabad).

Whereas by virtue of the Gazette Notification No. ID/FD/74/6054 dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s Om Prakash Bhartia, Powerloom Factory, Faridabad N. I. T. in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration a proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February, 1974 between M/s Om Prakash Bhartia, Powerloom Factory, Faridabad. N.I.T. and the Textile Mazdoor Union Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs. 11 the management on the other hand offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs. 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :-

"*ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded".

With the grant of Rs 11 the total burden on the management will be as under :-

	Rs
Rs 11 as awarded above ..	11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month ..	12.00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974 ..	4.00
Total ..	27.00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what have been awarded above.

Dated the 30th March, 1974.

V.S. ALLAWADI,
I. A. S.,
Deputy Commissioner,
Gurgaon (Camp Faridabad).

Whereas by virtue of the Gazette Notification No. ID/FD/74/6060 dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s East India Cotton Mfg. Co. Ltd., Faridabad N. I. T. in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.), affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be

a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February, 1974 between M/s East India Cotton Mfg. Co. Ltd. Faridabad N. I. T. and the Textile Mazdoor Union (Regd.) Faridabad.

Only the question for determination is what should be the quantum of ad hoc relief to be payable to the workmen w.e.f. Feb. 1974. Whereas the workmen had demanded Rs. 11/- the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as ad hoc increase in Dearness Allowance. It is not possible to take into account the ad hoc increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of ad hoc increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of ad hoc relief to workmen and accordingly I give the following award :—

“Ad hoc increase of Rs 11 per month is found to be justified and accordingly awarded”.

With the grant of Rs 11 the total burden on the management will be as under :—

	Rs
Rs 11 as awarded above—	11·00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month	12·00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974	4·00
Total	27·00

This total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

Dated the 30th March, 1974.

V. S. AILAWADI, I. A. S.,
Deputy Commissioner,
Gurgaon (Camp. Faridabad).

Whereas by virtue of the Gazette Notification No. ID/FD/74/6072, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.) Faridabad and the Management of M/s. Prem Textiles, N.I.T., Faridabad, in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February, 1974 between M/s. Prem Textiles, N.I.T., Faridabad and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of ad hoc relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :-

"*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded".

With the grant of Rs 11 the total burden on the management will be as under :-

	Rs
Rs 11 as awarded above	11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month	12.00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974	4.00
Total	27.00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance a part what has been awarded above.

Dated the 30th March, 1974.

V. S. AILAWADI, I.A.S.,
Deputy Commissioner,
Gurgaon (Camp Faridabad).

Whereas by virtue of the Gazette Notification No. ID/FD/74 (078) dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s New India Textiles, N.I.T., Faridabad in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement, dated 20th February, 1974 between M/s New India Textiles, N.I.T., Faridabad and the Textile Mazdoor Union (Regd.) Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs. 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :—

“*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded”.

With the grant of Rs 11 the total burden on the management will be as under :—

Rs 11 as awarded above	Rs 11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month	12.00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974	4.00
Total	27.00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

V. S. AILAWADI,

I.A.S.,

Dated the 30th March, 1974.

Deputy Commissioner,
Gurgaon (Camp Faridabad.)

Whereas by virtue of the Gazette Notification No. ID/FD/74/6084, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.) Faridabad, and the Management of M/s Krishna Powerloom Factory Pvt. Ltd., N.I.T. Faridabad in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject to dispute in the agreement, dated 20th February, 1974 between M/s Krishna Powerloom Factory Pvt. Ltd., N.I.T. Faridabad and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :—

“*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded”.

With the grant of Rs 11 the total burden on the management will be as under :-

	Rs
Rs 11 as awarded above ..	11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month ..	12.00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974 ..	4.00
Total ..	27.00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

V. S. AILAWADI,

I.A.S.,

Deputy Commissioner,

Gurgaon (Camp Faridabad).

Dated the 30th March, 1974.

Whereas by virtue of the Gazette Notification No. ID/FD/74/6092, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s Faridabad Textiles, N.I.T. Faridabad in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.), affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement, dated 20th February, 1974 between M/s Faridabad Textiles, N.I.T. Faridabad and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :-

"Ad hoc increase of Rs 11 per month is found to be justified and accordingly awarded".

With the grant of Rs 11 the total burden on the management will be as under :-

	Rs
Rs 11 as awarded above ..	11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month ..	12.00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974 ..	4.00
Total ..	27.00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

V. S. AILAWADI,

I.A.S.,

Deputy Commissioner,

Gurgaon (Camp Faridabad).

Dated the 30th March, 1974.

Whereas by virtue of the Gazette Notification No. ID/FD/74/6098, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad and the Management of M/s Rajyashree Textiles, N.I.T. Faridabad in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs. 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above, what was subject of dispute in the agreement dated 20th February, 1974 between M/s Rajyashree Textiles, N.I.T. Faridabad and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs. 11 the management on the other hand have offered Rs. 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs. 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :—

“*Ad hoc* increase of Rs. 11 per month is found to be justified and accordingly awarded”.

With the grant of Rs. 11 the total burden on the management will be as under :—

Rs. 11 as awarded above	Rs. 11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs. 12 approximately to each worker per month	12.00
In addition to this, the Management as per agreement will give an advance increment of Rs. 4 per month with effect from 1st February, 1974	4.00
Total	27.00

Thus total burden on the management will come to Rs. 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

V. S. AILAWADI, I.A.S.,

Dated the 30th March, 1974.

Deputy Commissioner, Gurgaon,
(Camp Faridabad).

Whereas by virtue of the Gazette Notification No. ID/FD/74/6104, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s Faridabad Weaving Factory (P) Ltd., Faridabad N.I.T. in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party, to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs. 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February, 1974 between M/s Faridabad Weaving Factory (P) Ltd., Faridabad N.I.T. and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs. 11 the management on the other hand have offered Rs. 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs. 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :—

“*Ad hoc* increase of Rs. 11 per month is found to be justified and accordingly awarded”.

With the grant of Rs. 11 the total burden on the management will be as under :

	Rs
Rs. 11 as awarded above ..	11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs. 12 approximately to each worker per month ..	12.00
In addition to this, the Management as per agreement will give an advance increment of Rs. 4 per month with effect from 1st February, 1974 ..	4.00
Total ..	27.00

Thus total burden on the management will come to Rs. 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. The refore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

V. S. AILAWADI,
I.A.S.,
Deputy Commissioner Gurgaon,
(Camp Faridabad).

Dated the 30th March, 1974.

Whereas by virtue of the Gazette Notification No. ID/FD/74/6110, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s Prabhat Textiles, Faridabad N.I.T. in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs. 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February, 1974 between M/s Prabhat Textiles, Faridabad N.I.T. and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs 11, the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :—

“*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded.”.

With the grant of Rs 11 the total burden on the management will be as under :

	Rs
Rs. 11 as awarded above	11.00
On account of recent increase in Index Number the management would have to pay a further sum of Rs 12 approximately to each worker per month	12.00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974	4.00
Total	27.00

Thus total burden on the management will come to Rs. 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

V. S. AILAWADI,

I.A.S.,

Deputy Commissioner,
Gurgaon (Camp Faridabad).

Dated the 30th March, 1974.

Whereas by virtue of the Gazette Notification No. ID/FD/74/6116, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s Purushotam Dass Mahansaria, Faridabad N.I.T., in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974 and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement, dated 20th February, 1974, between M/s Purushotam Dass Mahansaria, Faridabad N.I.T. and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :—

“*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded.”

With the grant of Rs 11 the total burden on the management will be as under :—

Rs 11 as awarded above	Rs 11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month	Rs 12.00
In addition to this, the management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974	Rs 4.00
Total	Rs 27.00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

V. S. AILAWADI

I.A.S.,

Deputy Commissioner,

Gurgaon (Camp Faridabad)

Dated the 30th March, 1974.

Whereas by virtue of the Gazette Notification No. ID.FD 74 6122, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s Hindustan Weaving Mills, N. I. T., Faridabad in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February, 1974 between M/s Hindustan Weaving Mills, N. I. T., Faridabad and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect in the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :—

“*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded .”

With the grant of Rs 11 the total burden on the management will be as under :—

Rs 11 as awarded above—	Rs 11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month	Rs 12.00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974	Rs 4.00
Total	Rs 27.00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Unions at Faridabad., there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

Dated the 30th March, 1974

V. S. AJLAWADI,
I.A.S.,
Deputy Commissioner,
Gurgaon (Camp Faridabad)

Whereas by virtue of the Gazette Notification No. ID/FD/74/6134, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.) Faridabad, and the Management of M/s Faridabad Powerloom Owner's Association, N.I.T. Faridabad in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February, 1974 between M/s Faridabad Powerloom Owners' Association, N.I.T. Faridabad and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974, whereas the workmen had demanded Rs. 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :-

"*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded".

With the grant of Rs 11 the total burden on the management will be as under :-

Rs. 11 as awarded above	Rs 11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month	Rs 12.00
In addition to this, the Management as per agreement will give an advance increment of Rs 4 per month with effect from 1st February, 1974	Rs 4.00
Total	Rs 27.00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden on the factory by way of further increase in Dearness Allowance apart what has been awarded above.

V.S. AILAWADI.

Dated the 30th March, 1974.

I.A.S.,
Deputy Commissioner,
Gurgaon (Camp Faridabad).

Whereas by virtue of the Gazette Notification No. ID/FD/74/6134, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad, and the Management of M/s Punjab Weaving Mills, N.I.T. Faridabad in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February, 1974 between M/s Punjab Weaving Mills, N.I.T. Faridabad and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs. 11 the management on the other hand have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which have had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :-

"*Ad hoc* increase of Rs 11 per month is found to be justified and accordingly awarded".

With the grant of Rs 11 the total burden on the management will be as under :-

Rs. 11 as awarded above	Rs 11.00
On account of recent increase in Index number the management would have to pay a further sum of Rs 12 approximately to each worker per month	Rs 12.00
In addition to this, the management as per agreement will be given an advance increment of Rs 4 per month with effect from 1st February, 1974	Rs 4.00
Total	Rs 27.00

Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bad effect on the production. Therefore, the present conditions did not permit me to impose further burden. In the factory by way of further increase in Dearness Allowance apart what has been awarded above.

(Dated the 30th March, 1974.

V. S. AILAWADI,

I.A.S.,
Deputy Commissioner,
Gurgaon (Camp Faridabad.)

Whereas by virtue of the Gazette Notification No. ID/FD-74/, dated 12th March, 1974, I have been appointed as an Arbitrator to adjudicate upon the dispute between the Textile Mazdoor Union (Regd.), Faridabad and the Management of M/s Fibre Processors Pvt. Limited, Faridabad N.I.T. in the matter of the quantum of *ad hoc* relief payable to the workmen with effect from February, 1974.

In this connection, I had met with the representatives of the Textile Mazdoor Union (Regd.) affiliated with the AITUC on 28th and 30th March, 1974 and also with the Management's representatives. There is another Union also representing a section of workmen affiliated with INTUC which sought my permission to be a party to this arbitration proceedings and their representatives met me personally on 30th March, 1974, and put their demand for dearness increase of Rs 25. The representatives of the INTUC Union were told that in the terms of reference it would be difficult for the Arbitrator to go beyond the scope of the present arbitration agreement which did not permit inclusion of any other demand over and above what was subject of dispute in the agreement dated 20th February, 1974 between M/s Fibre Processors Pvt. Limited, Faridabad N.I.T. and the Textile Mazdoor Union (Regd.), Faridabad.

Only the question for determination is what should be the quantum of *ad hoc* relief to be payable to the workmen with effect from February, 1974. Whereas the workmen had demanded Rs 11 the management on the other hand, have offered Rs 5 as Dearness Allowance.

It was stated by the workmen's representatives that in view of the present steep rise in prices, it was not enough to give Dearness Allowance based on Faridabad Cost of Living Index Number. The Dearness Allowance available to workers in similar industries should also have direct relation. In this connection, instances were also given of textile workers working in Textile Mills in Bhiwani and other places where workers have been given Rs 25 as *ad hoc* increase in Dearness Allowance. It is not possible to take into account the *ad hoc* increase which have been given to workers in places outside Faridabad. There may be some other factors and compelled circumstances including structure of Units on the basis of which the scale of *ad hoc* increase might have been given.

It is nevertheless a fact that there has been an increase in the prices all along the line and more particularly in the basic necessities of life, which has had very serious effect on the real wages of the workmen. In the past few months, the trend of increase in prices has continued to be upward.

I have considered all factors relevant to the question of determination of quantum of *ad hoc* relief to workmen and accordingly I give the following award :-

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Total

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Thus total burden on the management will come to Rs 27 per month per worker.

On account of continued power shortage faced by the Industrial Units at Faridabad, there has been considerable bid effect on the production. Therefore, the present conditions did not permit me to impose further burden in the factory by way of further increase in Dearness Allowance apart what has been awarded above.

V. S. AILAWADI,

I.A.S.,

Deputy Commissioner,
Gurgaon (Camp Faridabad)

Dated the 30th March, 1974

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S.N. BHANOT,

Commissioner for Labour and
Employment and Secretary to Government,
Haryana.